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MEMORANDUM FOR: Acting Director of Central Intelligence

FROM : F. W. M. Janney
Director of Personnel

SUBJECT : Follow-up on DCI Concerns

1. At the Executive Advisory Group meeting on 1 September 1977, the DCI expressed his desire to have (a) an analysis of the impact of personnel flows -- gains and losses -- on present and future promotion rates and (b) a close look at the board and panel systems within the Agency to identify unnecessary or undesirable diversity in structure and procedures.

2. To do a meaningful analysis of the impact of current plans on personnel flows and promotion rates, we will need a better fix on: (a) the timing and intensity of the DDO reduction and of its secondary effects on other Directorates; (b) the establishment of the National Intelligence Tasking Center; and (c) plans for expansion or reduction in other components. I am hopeful that in three months we will have a better basis for conducting the analysis. In the meantime, the Office of Personnel will act as a coordinating center for the manpower implications of the various plans. I would suggest a target completion date of 15 February 1978. The analysis would be performed for each Directorate. It would be related to the Annual Personnel Plan as closely as possible.

3. With respect to the diversities in the board and panel system, Office of Personnel will proceed to examine the system and to incorporate any related findings from the ongoing study of the performance evaluation system. Recommendations from this study should be available by 1 February 1978.

F. W. M. Janney

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